



Women's Directorate Strategic Plan 2013-2018

*Our vision is a Yukon in which one's unique identity, shaped by
the intersection of gender, race, sexual orientation, culture,
and economic status is valued and celebrated while ceasing to
be a barrier to equality*

Message from the Minister



It is my pleasure to introduce the five-year strategic plan for the Women's Directorate.

This plan outlines the work we will undertake to ensure responsive and effective equality-promoting policies and programs that enhance Yukon women and girls' social, economic and legal equality.

We envision a territory free of gender-based discrimination where women and men have equal opportunities, where women and girls have the leadership skills to lead the change they want to see, where women can live free from the threat of violence and where women's rights are upheld.

Women's Directorate understands that communities cannot prosper without government engaging women. Women need to have access to positions of leadership, housing, education, employment and other assets to ensure their and community stability.

The Women's Directorate will continue to be informed by evidence-based research provided by academic institutions, governments, non-governmental organizations, police services and business.

We will strive to ensure that our policy work will expand its reach and influence throughout government as the Yukon government embarks upon comprehensive plans for housing and wellness.

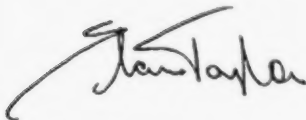
Our public education and social marketing community engagement will expand our collaborations with Yukon Justice to aid their programming and policy to enhance outcomes for victims of violence and with Yukon Education to prevent violence amongst our youth in public schools and other settings.

Our funding programs will continue the good work of equality seeking women's organizations to implement community envisioned programs for the prevention of violence and new funding will support priority recommendations from the second Yukon Aboriginal Women's Summit, which speak to the future of Aboriginal women's equality in Yukon.

Women's Directorate work over the next five years will be focusing on four guiding goals:

1. Increase the health and housing security of women and girls.
2. Decrease domestic and sexualized violence against women and girls.
3. Increase culturally relevant gender balanced services and programs for Aboriginal women.
4. Strengthen the quality and effectiveness of gender inclusive analysis throughout Government of Yukon.

I am proud of the work that the Women's Directorate has already achieved to advance these goals. I am confident that this small but innovative department will continue to show public service leadership. By integrating rigorous research and ensuring women's voices and participation are heard at every level of government, we will help to pave the pathway to Yukon women and girls empowerment.

A handwritten signature in black ink, appearing to read 'Elaine Taylor', with a long, sweeping horizontal line extending to the left.

Sincerely,

Elaine Taylor
Minister Responsible for Women's Directorate

Message from the Director

The 2013-2018 Strategic Plan for Women's Directorate outlines our vision, mission, values, goals and objectives for the next five years. It responds to the strategic context-our challenges and opportunities- and sets a clear and focused framework to guide our efforts.

Over the next five years our policy work will focus on advancing the health and housing security of women and girls. In particular the Women's Directorate will support a program coordinator position to develop programming for single parent families living at the Whitehorse Affordable Family Housing complex in Riverdale, Whitehorse. We will also focus on completing the second stage housing project, Betty's Haven. Through policy and public education, we will continue to focus our strategic efforts to decrease domestic and sexualized violence against women and girls. Our public education will build on the direct delivery of anti-violence programming in public schools and other settings and our social marketing campaign, *Am I the Solution?* will continue to influence social behaviours toward violence against women and girls and encourage Yukoners, especially men and boys, to take action.

With our federal and provincial colleagues, we are exploring ways to encourage women in leadership, with the aim of increasing women's representation and decision-making on public and private sector boards.

Yukon Aboriginal women's organizations will receive new funding from Women's Directorate over three years in support of furthering equality for Aboriginal women. Women's organizations will also receive operational funding to ensure women and girls have sustainable programming and services.

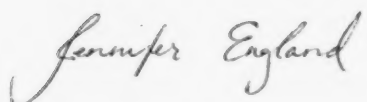
To strengthen the quality and effectiveness of gender inclusive analysis throughout Government of Yukon we are creating a policy outreach plan to broaden our influence at the level of advice to political decision makers as well as updating our Gender Inclusive Analysis course to Yukon government policy, communications and programming communities.

The entirety of our work will be shaped by evidence-based research, evaluation and assessment as well as by a new social media outreach plan. By utilizing new social media platforms, Women's Directorate will be lifted to a new and expanded capacity in delivering our messaging to larger and more diverse audiences and our efficiency will be aided through the use of innovative electronic tools.

Over the next five years, we are challenged with enhancing our evaluative culture in the Department, so we can better understand how our work is influencing, directly and indirectly, changes in the status of Yukon women. Beginning in 2013 we will develop an evaluation framework for the Women's Directorate to determine the scope of our gender inclusive analysis in government policies, legislation, and programs. Complimenting this developmental evaluation, we will establish updated information on the status of women's equality in Yukon through the use of evidence-based research and high-quality qualitative and quantitative data. Developing an evaluation culture at the directorate will enhance our knowledge and abilities - both on the scale of individual projects and the Directorate as a whole.

Women's Directorate is excited and energized by our future vision and aspires to be a leader in shaping the direction of Yukon government as a whole. We look forward to the hard work over the next few years and the ways in which we will create a Yukon where women and men have equal opportunity.

Sincerely,

A handwritten signature in cursive script that reads "Jennifer England".

Jennifer England
Director
Women's Directorate

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Vision, Mission, Values and Strategic Goals

Where We're Going – Our Vision

Our vision is a Yukon in which one's unique identity, shaped by the intersection of gender, race, sexual orientation, culture and economic status, among others, is valued and celebrated while ceasing to be a barrier to equality.

What We Do – Our Mission



In partnership with other government departments, non-governmental organizations and First Nation communities we strive to ensure responsive and effective equality-promoting policies and programs that enhance Yukon women and girls' social, economic legal equality. We do this by:

1. Providing leadership in policy research and development that ensures gender equitable outcomes in government legislation, policy, and programs;
2. Using effective public education and social marketing strategies to promote changes in attitudes and behaviours in order to advance gender equality;
3. Administering resources to support women's community based initiatives that positively impact the lives of girls, women, and their families.

How We Will Get There – Our Strategic Goals

Department Goals:

1. Increase the health and housing security of women and girls.
2. To decrease domestic and sexualized violence against women and girls.
3. To increase culturally relevant gender balanced services and programs for Aboriginal women.
4. To strengthen the quality and effectiveness of gender inclusive analysis throughout Government of Yukon.

Corporate Goals

5. Attract, develop and engage talented people to continue to provide high quality service to the public.
6. Practice open, accountable and fiscally responsible government.
7. Advance strategic corporate initiatives by interdepartmental cooperation.

WOMEN'S DIRECTORATE
STRATEGIC GOALS



What We Believe – Our Values

Respect: We demonstrate the utmost courtesy and care in the way that we treat each other. By working with and through our differences we are able to successfully reach our goals. And by exemplifying transparency and openness in our intentions and actions, we develop and nurture trustful relationships.

Diversity and Cultural Competency: We believe that by recognizing and valuing our diversity, including culture, age, gender, race, economic status, sexuality, abilities, education, and spirituality, that our work is enriched. We recognize that definitions of equality are informed by cultural values and we strive to listen, understand and respect this in our work, especially in the context of Aboriginal women's initiatives.

Evidenced-Based: We believe in an evidence-based approach to policy and planning that values quantitative and qualitative information and incorporates a population-informed, gender and diversity lens.

Inclusion: We believe that meaningful involvement of women and women's organizations is essential to the development of successful policy and legislative outcomes. We believe that services for women must consider women holistically, and not compartmentalize by issue.

Innovation: We believe that encouraging creative expression and ideas enables us to achieve our vision.



Department Strategic Context

The Women's Directorate recognizes that our work toward gender equality and the full participation of women in all aspects of Yukon social and economic life is an important part of building sustainable knowledge, cultural, and resource economies and healthy, inclusive communities. In Yukon we have a legislative framework that works to support the equality of men and women. Guided by the United Nations Convention on the Elimination of All Forms of Discrimination against Women, and reflecting a strong commitment to the advancement of women and girls, the Yukon has been successful in implementing the Yukon Human Rights Act, Employment Equity Act, Family Violence Prevention Act, and Victims of Crime Act, among others. Within this legislative framework, the Yukon Government has developed a number of policies, services and programs that are informed by a gender inclusive lens to eliminate discrimination based on gender and sex. An innovative and vibrant territory fully supports the integration of women's contribution in all aspects of life.

However, over the next five years there are a number of key challenges before us. Our priorities are informed by emerging local, national, and international issues, as well as the perspectives of Yukon people shared through public consultations, identified patterns reported by service providers, and evidence-based research. Challenges include the need for affordable and safe housing across the spectrum, mental health and substance use impacts on young women, particularly in rural communities, high rates of violence against women, particularly Aboriginal women, and the need to strengthen cross-ministerial collaboration to meaningfully integrate Gender Inclusive Analysis across policy, legislation, and program development.

Gains and Challenges for Women in Canada

Women in Canada at a Glance: Statistical Highlights (2012) gives us gender-disaggregated data on health, education, employment, family status, and rates of violence. These indicators reflect our national gains and challenges in advancing women's equality. Gains include increasing numbers of women in educational pursuits, who have

made up the majority of full-time students enrolled in university undergraduate programs since the 1990s. By 2008, 62% of those who completed university undergraduate programs were women. While in recent years young women aged 15-24 have shown consistently higher employment rates than young men, patterns of women's employment continue to differ. Women have higher rates of part-time work and work in traditional female occupations such as teaching, nursing, clerical, or sales/service. Women's economic security, both their low representation in trades and technology occupations, and the slow advancement of women in decision making roles, such as Board of Director positions in private companies, continue to draw focused attention at both the national and international level. Of women who are in management positions, there are still gaps in senior management and representation of women on private sector boards. While achievements have been made in educational advancement and paid work, women continue to provide twice as much time as men caring for children, providing domestic work, and caring for a senior.

In Yukon, housing, health, education, and economic security are intersecting factors that influence women's overall equality. In terms of health and safety in Yukon, one of the most pervasive and complex social issues is the prevalence and severity of violence against women. It is recognized that addressing this issue is essential to the development of healthy families and communities and to the economic sustainability of the territory.

Violence against Women: Compromising Social Capital

According to *Measuring violence against women: Statistical trends* (Statistics Canada, 2013) Yukon has three times the national rate of violence against women. Rates of violence in the other two territories are even higher, in comparison to southern provinces. The facts continue to shock: the rate of sexual offences against women in Yukon was over 3.5 times the provincial average. Aboriginal women are more than three times as likely to report being victimized by a spouse in the last five years. While we have moved a long way since 1981 with national provisions to criminalize sexual assault, there is a significant concern that Yukon rates on violence against women and girls are not changing despite considerable efforts. In addition, Yukon is influenced by (inter)national

trends such as increased human trafficking of women and girls and sexual exploitation. The use of social media has spurred new initiatives to promote cyber safety across all jurisdictions in Canada, particularly with respect to teenage girls. The complex and serious issues related to murdered and missing Aboriginal women continue to attract international attention and concern, and national dialogue at multiple levels of non-profit and government. Over the next five years the Women's Directorate, with our government and community partners, will advance public service leadership to ensure a comprehensive and integrated approach to the reduction of violence against women and girls.

Changes to Gender Roles and Concepts

Our work is informed and affected by new understandings of sex and gender. We know that gender identity occurs along a spectrum and are working to ensure our public education and policy work reflects this reality. We know that there is a lot to learn from gender minorities. We know that young women and men are self-defining and choosing roles that are ever changing the boundaries of equality and empowerment. We also know that the intersectionality of race, culture, class, ability, age and sexual orientation is key to experiences of inclusion or inequality in Yukon society. In particular, we are growing in our ability to recognize and honour the importance of culture and self-determination in our work with Aboriginal women.

Innovation in the Public Service and Social Technology

Our opportunity over the next five years is to continue to be an employer of choice by demonstrating public service leadership both within Government of Yukon and with our national colleagues, supporting a flexible working environment and integrating new strategies for sharing our work, including social media. Comparatively, we are a well-resourced department with a skilled and innovative staff team with strong interdepartmental and community relationships. Contributing to new and innovative programs and services, such as the second stage housing initiative Betty's Haven, and the Whitehorse Affordable Family Housing Project, has created significant increases in housing stock, with programming support. This demonstrates the success that can be

achieved when working innovatively with departmental and community partners. In addition to finding creative ways to leverage our resources, we also have an opportunity to engage with new technologies. Enhancing our resources, both technical and human resource, will aid staff in developing interactive and real-time engagement with diverse publics throughout Yukon, particularly young women and families.

Our Risks

Our department is small in the context of government machinery. Risks include the potential turn-over of staff with considerable organizational memory. We will be challenged to leverage new talent for our department and in our partnerships with other Departments. We risk losing touch with young and distant audiences if we are not able to integrate new technologies to find innovative ways to reach families and women in rural communities. Finding ways to create opportunities for increased leadership, knowledge and skill transfer of new staff is essential to ensuring continuity of services and continued high-quality work to serve Yukon women.

Strategic Goals

This section discusses our strategic goals and outlines the objectives we have identified to realize them.

DEPARTMENT STRATEGIC GOALS

Strategic Goal 1 – To increase the health and housing security of Yukon women and girls.

Health and housing remain key indicators of women's equality. Poverty, alcohol and substance use, and mental health are significant components of women's overall health. By increasing the health of Yukon women and girls, the Government of Yukon is able to support the advancement of women in economic, cultural, and social economies. In addition to health, the rates of homelessness and insecure housing (couch surfing, or overcrowded housing) impact the security and safety of women. The Women's Directorate is committed to working with its partners to increase housing security for women and single-parent family households, to ensure safe and affordable places are provided for diverse families- for those growing, retiring and aging.

To accomplish this we have identified the following objectives:

1.1 Support increased access to emergency and transitional housing for women and children who require safe, short and medium-term options.

Mental health and the experience of sexualized or domestic violence are often key factors in destabilizing safe housing options for women and their children. Betty's Haven, a new 10 unit transitional housing complex in Whitehorse, is the newest addition to medium-term, affordable housing in Yukon. This complex will see construction completed and move-in taking place in the fall of 2013. The Women's Directorate is committed to ensuring the conclusion of this significant capital project which is contributing to affordable medium term options for women and children who are leaving unsafe partners or situations. In addition, the Women's Directorate is working to ensure that women's concerns are addressed through new legislation, the Landlord and Tenant Act, and at the policy level with an enhanced Victims of Violence Policy.

1.2 Develop quality of programming and services in single parent family affordable housing initiatives.

The Whitehorse Affordable Family Housing project is the first new social housing project in thirty years in Yukon. A part-time housing program coordinator will increase the range of programming available for parents and their children. Evidence suggests that the provision of supportive and wrap-around services may influence a reduction in tenant turnover, increase tenant engagement, promote healthy housing communities, and decrease property damage. Over the next five years programming will be supported through a part-time coordinator. The program will be evaluated on an ongoing basis.

1.3 Increase the quality and access of women's reproductive health services.

Health is a key indicator of women's equality, and reproductive health is one important aspect. Addressing care and services for women and girls throughout their reproductive health life span, is one essential for enhancing women's health. Complexities that intersect with reproductive health include age, substance use, FASD, and mental health. With partners in Health and Social Services, the Women's Directorate will provide gender inclusive analysis on options for enhancing general reproductive health.

What Could Get In Our Way – Risk Assessment

The most significant contributor to working on health and housing initiatives, using a gender inclusive lens, is the ability to develop strong and robust partnerships with stakeholders outside of government and our departmental colleagues. Shifting priorities of our partners, and challenges in enabling cross-ministerial accountability and risk management create challenges for us to advance work on these objectives.

How We Are Doing – Indicators

Housing Indicators:

- Output – Number of new transitional housing units in Yukon.
- Output – Number of programming initiatives at the Whitehorse Affordable Family Housing.
- Outcome – Percentage decrease in number of evictions at the Whitehorse Affordable Family Housing.
- Outcome – Percentage of tenants reporting increased support and stability at

the Whitehorse Affordable Family Housing.

Health Indicators:

Outcome – Number of women attending increased evening services at proposed reproductive health clinic.

Outcome – Increased number of options for women to manage their reproductive health.

Strategic Goal 2 – To decrease domestic and sexualized violence against women and girls.

Measuring violence against women: Statistical trends (Statistics Canada, 2013), Yukon has the third highest rate of police reported violence against women in the country. Police-reported data on sexual assault, criminal harassment, and spousal violence provide a context for the continued pervasiveness of this issue. The immediate and long term impacts of violence continue to effect women's employment, physical and mental health status, financial security, and safety.

To accomplish this we will:

2.1 Increase public awareness of the impacts of violence against women through innovative engagement including direct public education, social marketing, and social media.

Prevention is one pillar in an integrated response by government to high rates of violence against women. Public education and social marketing are two strategies through which the Women's Directorate will continue to reach new and targeted audiences with precision of messaging and innovative delivery. Early intervention through the Gender Identity program for children in grades 3-10 will be our strategic focus over the next five years. Similarly, the social marketing campaign "Am I the Solution" will develop more subtle messaging to target audiences, based on the successful first phase from 2011-2013.

2.2 Strengthen inter-departmental coordination to ensure a comprehensive and integrated approach to reducing violence against women.

Inter-departmental collaboration, alongside community partners, is essential to coordinating a comprehensive and integrated response to violence against women and children. Building on a foundation of successful initiatives such as

the Victims of Crime Strategy and key initiatives emerging from Sharing Common Ground, the Departments of Women's Directorate and Justice will continue to strengthen coordination guided by the new Domestic and Sexualized Assault Framework. Key performance indicators will support developmental evaluation and continual review and assessment of services and programs over the next five years.

What Could Get In Our Way – Risk Assessment

Coordinated and cross-ministerial collaboration are essential for advancing our efforts to reduce domestic and sexualized violence against women and girls. Competing priorities and/or lack of a focused commitment to address prevention as a key component of a Domestic and Sexualized Assault Framework for Yukon, could weaken efforts to develop and deliver social marketing and public education initiatives. In addition, advancement on this issue depends on the active engagement of partners and Yukon citizens. Without meaningful engagement of other levels of government and non-profit organizations and the public at large, the Women's Directorate's efforts will be compromised. Success also depends on the ability to provide a presence in rural communities, either through personnel and/or the availability and accessibility of technology in communities.

How We Are Doing – Indicators

- Output – Number of Facebook Fans for the *Am I the Solution* Facebook Page.
- Outcome – Attitudinal survey results indicate changing opinions and behaviours on violence against women and girls.
- Outcome – Reduction of police-reported sexual assault and domestic violence incidents in Yukon.

Strategic Goal 3 – To increase culturally relevant gender balanced services and programs for Aboriginal women.

Aboriginal women in Yukon continue to experience significant systemic barriers in the advancement of equality. Intersections of race, gender, residential school experiences, colonization, and geographical isolation are factors that increase the vulnerability of Aboriginal women and their families. The Women's Directorate will continue to provide support to Aboriginal women's organizations and communities by supporting culturally-

relevant gender-balanced services and programs that are developed by and for Aboriginal women.

To accomplish this we will:

3.1 Provide capacity support for the development of community-based efforts to address violence against Aboriginal women, health and wellness, and cultural revitalization.

Aboriginal women's organizations and First Nation governments in both Whitehorse and rural communities have been providing culturally-relevant gender balanced programming by and for Aboriginal women through support from the Women's Directorate. This strategic financial and capacity-building support will continue to provide opportunities for Aboriginal women to lead targeted, community-based responses in a number of key areas. In addition, Women's Directorate has fostered the development of Aboriginal women's leadership and networks and the strengthening of Aboriginal women's organizations in Yukon, and a number of projects that focus on enhancing Aboriginal women's equality.

3.2 To provide culturally relevant, gender-balanced analysis on internal government policies, legislation, and program development.

Integrating a culturally relevant gender balanced lens, the Women's Directorate will ensure that culture and gender are a focus in internal policy work to ensure that the differences between Aboriginal and non-Aboriginal women are considered and respected. Intergovernmental accords are one strong example as to where this lens has enhanced focus and attention on issues affecting Aboriginal women. In addition we will continue to assess our existing processes and cultural lenses are inclusive of and integrate cultural differences throughout our policy and program development work.

What Could Get In Our Way – Risk Assessment

The success of our efforts depends on the human resource and financial capacities of non-profit organizations and First Nation governments. High turnover among staff and Board of Directors, particularly in non-profit organizations, makes it difficult to ensure project continuity. Furthermore, a lack of sustainable funding to both non-profit organizations and First Nation governments, including changes to the federal government transfer payment

formula, impact staffing levels and project implementation at the community level. Changes to YG and YFN government priorities (i.e. intergovernmental relations accords) will influence the content and method of providing capacity support on gender equality.

How We Are Doing – Indicators

- Output – Number of community visits to support Aboriginal women's initiatives.
- Output – Number of WD staff that have CRGBA or cross-cultural training and are working to consider the impacts of WD projects, processes and programs on Aboriginal women.
- Outcome – Quality and strength of relationships between Aboriginal women's organizations and/or First Nation governments and the Women's Directorate.

Strategic Goal 4 – To strengthen the quality and effectiveness of gender inclusive analysis in Government of Yukon.

The Women's Directorate's success lies in working in partnership with other government departments, by integrating and enhancing the capacity to include gender inclusive analysis into all stages of the policy, program, and legislative development process. It is essential for the Women's Directorate to provide high quality, up-to-date advice and training support, with strong research and evidence-based information.

To accomplish this we will:

4.1 Improve access to up-to-date, evidence-based research on the status of Yukon women and girls.

Up-to-date quantitative and qualitative information on the status of Yukon women and girls contributes to the government's ability to integrate a strong gender inclusive analysis within policy, program, and legislative initiatives. The Women's Directorate strives to be at the forefront of meaningful quantitative/qualitative information and analysis that reflect the experience of Yukon women. Over the next five years, the directorate will engage in a substantial project to provide an update on the status of women's equality in Yukon.

4.2 Increase the capacities in the policy and program community of practice(s) to integrate gender inclusive analysis into programs, policies, legislation and corporate government initiatives.

Advancing the sophisticated and technical rigor of applying a gender inclusive lens within government relies on the breadth and depth of policy capacities among practitioners. We will strengthen our GIA courses through Staff Development by updating content and aligning course objectives with corporate policy capacities. In addition, policy outreach through think tanks, communities of practice, and advanced training will compliment current initiatives.

4.3 Increase staff skills and capacities to provide value-added and effective policy advice to government department officials.

Our policy and program staff must continue to develop their capacities in using and teaching gender inclusive analysis in order to ensure effective integration within the policy, program, and legislative development components. In addition, nuances within this capacity skill set must include culturally relevant gender balanced analysis, concepts of intersectionality, including a social inclusion lens.

What Could Get In Our Way – Risk Assessment

The recognition of sex and gender as key determinants of social and economic status and growth is one of the most significant challenges we face in integrating gender inclusive analysis throughout government. In addition senior management support in other departments to build or strengthen policy analyst or program managers' capacities to integrate gender inclusive analysis also remains a barrier.

How We Are Doing – Indicators

- Output – Number of training opportunities and outreach.
- Output – Percentage of annual meetings attended at PRC.
- Output – Percentage of Cabinet Submissions that include a strong analysis in the "differential impact section on women".
- Outcome – Number of government initiatives or policies/programs that include gender responsive strategies.
- Outcome – Increased GIA capacities among policy analysts and program

managers throughout government.

Corporate Strategic Goals

Department heads recognize that all departments will undertake certain strategic activities, or will share responsibility for the implementation of key government initiatives. As a result all department strategic plans contain the following corporate strategic goals.

Strategic Goal 5 – Attract, develop and engage talented people to continue to provide high quality service to the public.

The Women's Directorate is a small but dynamic government directorate that has few employment classes between project managers and the political arm of government. Attracting talented individuals that can provide excellent advice, leverage and build relationships at both the community and senior levels within government, provide government leadership on horizontal initiatives, while remaining connected to emerging community issues is essential.

To accomplish this we will:

5.1 Increase the capacities of employees in evaluation.

The Women's Directorate will focus on enhancing capacities in project evaluation at all levels. Incorporating evaluative thinking into project and larger scale departmental planning will be a focus over the next five years. This will enable more in-depth analysis of the impact of our work, and its indirect and direct link to advancing women's equality in Yukon.

5.2 Advance the on-line presence, social media, technological, and digital capacities of all employees to expand the directorate's connection and engagement with partners.

Youth and young women/men are increasingly utilizing social media for sharing information and resources, civic engagement, and critical debate. The Women's Directorate must begin utilizing social media technology and advanced technological tools in order to engage our partners and the public in both Whitehorse and rural communities.

5.3 Promote flexible working environment.

A flexible work environment is one of the key recruitment and retention factors for government employees. We will continue to support flexible working arrangements that address both priorities of the directorate and personal learning and lifestyle commitments.

What Could Get In Our Way – Risk Assessment

Often it takes much more effort to begin to “do” work differently- such as incorporating evaluation more meaningfully throughout all projects or integrating new technologies. Shifting priorities within government may take away time from the focus on evaluation and the development of new technological tools.

How We Are Doing – Indicators

- Output – Number of projects that have formally included an evaluative component.
- Output – Number of staff who complete evaluation training.
- Outcome – Increase percentage of staff meetings and project Brainstorming sessions that include evaluative thinking.

Strategic Goal 6 – Practice open, accountable and fiscally responsible government.

The Women’s Directorate continues to grow in its capacities to monitor and evaluate its work in areas of personnel, operations and maintenance, and capital. Integrating new government policies with respect to procurement will strengthen the quality of service requested through contract services- from small to large projects.

To accomplish this we will:

6.1 Exercise sound financial and information management and planning in the delivery of service to Yukoners.

Investing in quarterly strategic conversations throughout the year (June, September, January) will ensure that emerging and planned strategies are carefully monitored, evaluated, and adjusted as the environmental context

shifts. Meaningful strategic planning, supported by effective financial and information management practices, ensures that budgets are aligned with priorities, and resources are efficiently managed.

6.2 Improve policies and procedures throughout the WD.

Improving procurement, contracting, transfer payment and records management practices involves ongoing training and capacity development of all staff. Active reflection, monitoring, and adjustment are necessary in the area of financial, human resource, and administrative processes. In particular, the Women's Directorate will continue to focus efforts on supporting procurement and contract training at all levels.

What Could Get In Our Way – Risk Assessment

Changing priorities of government can affect planning processes internally within the directorate. Varying levels of financial training of incoming staff members, can influence a consistent level of financial and information management skills and abilities throughout the directorate.

How We Are Doing – Indicators

- Output – Number of contracts that are guided by the new procurement policy.
- Output – Percentage of sole source/invitational contracts
- Output – Quarterly strategic planning sessions that inform and monitor annual budget preparation and implementation.
- Output – Number of financial and information management training sessions attended by staff.

Strategic Goal 7 – Advance strategic corporate initiatives through interdepartmental cooperation.

To accomplish this we will:

- a. Contribute to the development and implementation of a Yukon Housing Plan.**

The Women's Directorate will participate in the development of a Yukon Housing Plan, bringing a gender inclusive analysis lens and successful experience with affordable family housing and transitional housing projects.

b. Implement the Social Inclusion and Poverty Reduction Strategy.

The Women's Directorate will continue to play a role in the implementation of the social inclusion and poverty reduction strategy, taking into consideration the ways in which economic security and social inclusion must consider the unique factors for women and girls.

c. Contribute to the development and implementation of the Early Years initiative.

With our colleagues in Health and Social Services and Education, the Women's Directorate will bring a gender inclusive lens to this cross-ministerial project.

d. Explore voluntary measures to improve women's representation on private sector boards.

The Women's Directorate, with its FPT Status of Women counterparts, will be exploring voluntary measures to improve women's representation on private sector boards across Canada.

What Could Get In Our Way – Risk Assessment

Many of these initiatives are not the lead of the Women's Directorate. Competing priorities in other departments may indirectly or directly affect the participation of the Women's Directorate on these horizontal files. Also, competing priorities and limited personnel resources at the Women's Directorate could also compromise the directorate's ability to fully participate to the extent to which is impactful.

How We Are Doing – Indicators

Output – Number of interventions provided to interdepartmental meetings with a strong gender inclusive analysis lens.

Outcome – Number of intergovernmental projects that have incorporated a strong gender lens with specific outcomes that relate to women and girls.